

## Leadership Recruitment at the Department of Population and Civil Registration of North Sumatra Province

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### Abstract

*The aims of this study is to find out Leadership Recruitment at the Department of Population and Civil Registration of North Sumatra Province. This study use qualitative research method. Based on the results that determine the success of the recruitment of the head of the population and civil service, it begins with the stages that have been determined by the selection committee and assessed by the committee of the performance appraisal team, each of which has had the requirements determined by the regulations of the domestic ministry. The requirements that must be met by prospective candidates are in the form of performance competence, education and rank of positions that have met the requirements. determining the success of the recruitment of the head of the population and civil registry office based on the results of the auction of the selection committee team and the performance appraisal team, who is the candidate who passes the interview selection and the explanation of the paper that has been made by each candidate and the highest ranking score will be the winner for the candidate candidate and will be the head of the population and civil registry office.*

### Keywords

Leadership; department of population; North Sumatera



## I. Introduction

In the case study of the appointment of a candidate for the Head of the Department of Population and Civil Registry of North Sumatra Province, several polemics emerged, including the emergence of names that did not pass the selection, but were also proposed in a letter addressed to the Ministry of Home Affairs. The head of the Ombudsman representative for North Sumatra, Abyadi Siregar said the Governor of North Sumatra Edy Rahmayadi should be suspected of committing a violation (maladministration) in proposing a candidate for the Head of the North Sumatra Population and Civil Registration Service, although in the Minister of Home Affairs Regulation (Permendagri) number 76 of 2015 it was explained that the Governor proposed the names of 3 candidates, Abyadi assessed three names. This must be based on the decision of the selection committee. "The requirement that three names of officials must be proposed to the Minister of Home Affairs must be based on the results of the selection committee of the position selection committee. In matters of Population Administration in the Province/Regency or City, the Governor must propose 3 names of Candidate Candidates to be selected based on the selection results of the Committee and the Minister of Home Affairs chooses 1 name to be determined. Abyadi said, through the governor's letter number 800/3952/BKD/III/2021 dated January 18, 2021, enter Yanuaralin's name as a Candidate for Head of Service to the Minister of Home Affairs in this case Yanuaralin is the Secretary of the Department of Population and Civil Registration of North

Sumatra. And if that's true, then Edy Rahmayadi is suspected of maladministration. Based on a letter signed by Governor Edy Rahmayadi to the Minister of Home Affairs, Edy proposed 3 names as Candidates for Head of the Population and Civil Registry Office, the three names being Head of the Youth and Sports Office of Langkat Regency, Manna Wasalwa Lubis;

Head of the Department of Population and Civil Registry of Tanjung Balai City, Indra Halomoan Nasution and Secretary of the Department of Population and Civil Registry of North Sumatra Province, Yanuarlin. And the name Yanuarlin was considered odd by the Minister of Home Affairs because it was based on the results of the written selection exam and writing of papers conducted by the selection committee for high leadership positions. Pratama (JPT) of the North Sumatra Provincial Government, the name Yanuarlin did not appear in the selection and those who passed this selection were Indra Halomoan Nasution, Haris Topan, Manna Wasalwa Lubis and Muhammad Ali Hasibuan. Yanuarlin himself only passed the first stage, namely the administration stage. While the selection stage of the written exam, writing and presentation of papers and interviews as well as his track record was declared a failure. Edy himself confirmed that Yanuarlin's name did not pass the Pansel selection.

The reason is that Yanuarlin did not meet the criteria set by the Pansel. Because the value is only numbered 6 and that number is not considered a pass, because it is asked to enter 3, one is ranked 3 even though the value is below the standard of the open bidding team. Among the three names proposed to the Ministry of Home Affairs are Manna Wasalwa, Indra Halomoan and Yanuarlin. Edy chose the name Manna Wasalwa as the name recommended by the Governor. In the 3 names of these candidates, 1 candidate name will be proposed by the Ministry of Home Affairs. The Governor's attitude has also drawn criticism from the Ombudsman RI Representative of North Sumatra. The Ombudsman assessed that the Governor of North Sumatra Edy Rahmayadi had practiced maladministration in relation to proposing the name Yanuarlin SE, MSi to the Minister of Home Affairs and the Director General of Dukcapil as a candidate for the Head of the Population and Civil Registry Office of North Sumatra Province. BKD/III/2021 dated January 18, 2021, regarding the Nomination of Candidates for the Head of the Population and Civil Registration Service, to the Minister of Home Affairs c/q the Director General of Dukcapil. If the data circulating to the public is valid, then Gubsu Edy Rahmayadi is suspected of committing maladministration.

## II. Literature Review

### 2.1 Definition of Recruitment

Recruitment is a follow-up to the first human resource management function, namely job analysis. After the results of the job analysis show that there are job descriptions and job qualifications, job qualifications explain the requirements that must be met by prospective workers to hold a position (Yamin, 2017: 119). Rivai (2009: 150) describes recruitment as a series of activities that begins when a company needs workers and opens vacancies until it gets the desired candidate or meets the qualifications according to the existing position or vacancy. Recruitment is an important issue for companies in terms of manpower procurement. If a recruitment is successful, in other words, many applicants submit their applications.

### 2.1 Definition of Leadership

In an organization, the leadership factor plays important roles because it is the leader who will move and direct the organization in achieving its goals and at the same time it is a difficult task because it must understand every different behavior of subordinates that can influence and provide dedication and participation to the organization. Effectively and

efficiently. The success and failure of efforts to achieve organizational goals is determined by the quality of leadership. Leadership is a process of one's activities to move others by leading, guiding, influencing others, to do something in order to achieve the expected results. Ridge (2010) states that leadership is a partnership, one that involves mutual trust and respect between two people working together to achieve a common goal. Hughes, Ginnett and Curphy (2012) define leadership as the process of influencing an organized group to achieve group goals. Northouse (2013) defines leadership as a process wherein influencing a group of individuals to achieve a common goal. The challenge often faced by leaders is how to move their subordinates to be willing and willing to exert their best abilities for the benefit of their group or organization. A leader must be able to set goals to be achieved by the organization or company. Leaders must be able to design the right tactics and strategies to be more efficient and effective in using the budget. In addition to being able to make tactics and strategies, a leader is also required to be able to make quick and appropriate decisions. If a leader wants to achieve his goals effectively, he must have the authority to lead his subordinates in an effort to achieve goals. This authority is referred to as leadership authority, which is the right to act or influence the behavior of the people they lead.

The leadership is a process that affects organized groups which direct to achieve organizational objectives as the appropriate base to measure leadership construction. (Sabri et al., 2011) used eight indicators to measure leadership construction which called Leadership Effectiveness Index such as: competence, fair treatment, work climate, superior ideas, attention, subordinate involvement, cooperation, and opportunity to interact. Organizational communication is satisfaction of organizational member toward several communication aspects occurs within organization. Variable indicator of organizational communication would include organization perspective, personal feedback, organizational integration, direct superior communication, communication climate, horizontal communication, media quality and subordinate communication. (Syakur, A. et al. 2020).

Leadership can be defined as a process of directing and giving influence to the activities of a group of members who are related to their duties (Stoner, 1992: 114). According to Gorton et al., Leadership is a characteristic of leaders in influencing subordinates to achieve organizational goals. The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019)

### **2.3 Population and Civil Registry Service**

The civil registry is an institution deliberately established by the government whose task is to record, register, and fully record every possible important event for a person's civil status, such as marriage, birth, acknowledgment/legalization of children, divorce, and death, as well as change of name. Civil Registry is established to assist the government in carrying out the recording of a person's legal events so that their legal status is certain, clear, and clear.

Civil registration institutions have been known since the Dutch East Indies era and it can be said that this civil registration institution in Indonesia is a legacy of the colonial government which since independence until now there are still few laws and regulations specifically regarding civil registration. The apparatus for administering the civil registration, the regent/mayor may appoint the sub-district head as civil registration officer for the sub-district area.

Civil registry is an institution tasked with maintaining lists or records to prove the status or important events for citizens, such as births, marriages, and deaths. role means something that is part of one who holds a leader who is mainly in the occurrence of things or events. Role is a dynamic aspect of position or status, if a person carries out his rights and

obligations in accordance with his position then he carries out a role The difference between position and role is to scientific interests. The two cannot be separated because one depends on the other and vice versa.

### **III. Research Methods**

By using qualitative research in this study, the author will seek and describe the application of services, events and cases or activities that are closely related to the research that I took, namely the Population Leadership Recruitment and Civil Registry of Sumatra Province. Furthermore, the qualitative research proposed by Moleong (2010: 6) is a research that intends to understand the phenomenon of what is experienced by the research subject, for example behavior, perception, motivation, action, etc., holistically, and by way of description in the form of words and phrases. Language, in a special natural context and by utilizing various natural methods. Bogdan and Taylor (1975) quoted by Moleong (2010: 4) also suggests that qualitative methodology is a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior. So this qualitative descriptive research aims to describe what is currently applicable. In it there are attempts to describe, record, analyze and interpret conditions that are currently happening or exist. In other words, this qualitative descriptive study aims to obtain information about the existing situation. analyze and interpret conditions that are currently happening or exist. In other words, this qualitative descriptive study aims to obtain information about the existing situation. analyze and interpret conditions that are currently happening or exist. In other words, this qualitative descriptive study aims to obtain information about the existing situation.

### **IV. Discussion**

The Department of Population and Civil Registration of North Sumatra Province has been operational since echelon III and IV officials at the Department of Population and Civil Registration of North Sumatra Province were inaugurated on May 16, 2017. The implementation of the duties and functions of the Department of Population and Civil Registration of North Sumatra Province is carried out in accordance with the Regulation of the Governor of North Sumatra Number 63 of 2017 concerning Duties, Functions, Job Descriptions and Work Procedures of the Population and Civil Registration Office of North Sumatra Province.

In accordance with article 6, Law Number 24 of 2013 concerning Amendments to Law Number: 23 of 2006, the Provincial Government is obliged and responsible for carrying out Population Administration affairs, which are carried out by the governor with the following authorities: a. Coordination of population administration; b. Providing guidance, supervision, and consultation on the implementation of population registration and civil registration; c. Fostering and socializing the administration of population administration; d. The presentation of provincial-scale population data comes from population data that has been consolidated and cleared by the ministry of home affairs; and e Coordination of supervision over the administration of population administration. The preparation of Performance Reports for Government Agencies of the Population and Civil Registration Office of North Sumatra Province in 2020 is carried out based on Presidential Regulation Number: 29 of 2014 concerning the Performance Accountability System of Government Agencies, Regulation of the Minister of PAN and RB RI Number 53 of 2014 concerning Technical Guidelines for Performance Agreements, Performance Reporting and Procedures for Reviewing

Performance Reports of Government Agencies. This is part of the implementation of the Government Agency Performance Accountability System (SAKIP) to encourage the realization of good governance in Indonesia. Therefore, through the preparation of the Performance Report of Government Agencies, Report of the Population and Civil Registration Office of North Sumatra Province in 2020, it is hoped that:

Provide measurable performance information to the public on the performance that has been and should have been achieved by the Department of Population and Civil Registration of North Sumatra Province;

1. Encouraging the Department of Population and Civil Registration of North Sumatra Province in carrying out its duties and functions properly and correctly based on laws and regulations, policies that are transparent and accountable to the public;
2. As a continuous improvement effort for the Department of Population and Civil Registration of North Sumatra Province to improve its performance

The Population and Civil Registration Office of North Sumatra Province was formed in 2017 and has been operating since Echelon III and IV Echelon Officers were inaugurated on May 16, 2017. Since its inception, the Population and Civil Registration Office of North Sumatra Province has been led by Drs. H. Ahmad Zaki, MAP as Plt. Head of the Department of Population and Civil Registration of North Sumatra Province. On July 13 2018, Dr. Drs. M. Ismael P. Sinaga, M.Si was inaugurated as Head of the Population and Civil Registration Office of North Sumatra Province until Ismael Sinaga was inaugurated as Head of the Regional Financial and Asset Management Agency (BPKAD) of North Sumatra Province on September 29, 2018 while simultaneously serving as Plt. Head of the Department of Population and Civil Registration of North Sumatra Province.

Echelon IV and Echelon 3 in the Department of Population and Civil Registry are all under the authority of the Directorate General of Population and Civil Registry and are permanent proposals from the Office of the Regional Personnel Agency of North Sumatra Province. in the position consideration meeting by the performance appraisal team and made in the minutes of the meeting results after that it was submitted to the Governor regarding the candidates for the Head of the Population and Civil Registry Service to the 3 candidates who registered. and for the population and civil records service the decree was issued by the Minister of Home Affairs, and based on the results of the performance appraisal team meeting if the Governor agrees based on a decree from the Minister of Home Affairs.

The requirements that must be met to become a candidate for the Head of the Department of Population and Civil Registration are if the candidate candidate is achelon IV at least the rank is 3B, and if echelon III A must have a minimum of 3D rank and for candidate candidates are echelon IV and echelon III are not yet open but for the position of head of leadership has been carried out openly to be accessed throughout Indonesia.

The determinant of success in Leadership Recruitment at the Population and Civil Registry Service is the relevant performance discipline and at the population and civil registry office, especially IT because it involves data from all / reports that can be accessed directly to the directorate general of population and civil records as well as track records. , performance assessment that affects the candidate, education and rank.

In the recruitment of the head of the population and civil registry office, there are 2 recruitments, namely:

1. Open recruitment is an announcement and then the results of the psychological test interview
2. In closed recruitment, there may only be the Head of Service seeing or assessing that State Civil Apparatus Employees can be appointed as Structural Officers at the Population and Civil Registry Service.

Many activities carried out by the Head of the Department of Population and Civil Registration have been carried out, especially for reports both at the Regency/City and the Head of the Service to support the activities of the Regency/City so that the obstacles will be reported to the Directorate General of the Department of Population and Civil Registry.

The preparation of Performance Reports for Government Agencies of the Population and Civil Registration Office of North Sumatra Province in 2020 is carried out based on Presidential Regulation Number: 29 of 2014 concerning the Performance Accountability System of Government Agencies, Regulation of the Minister of PAN and RB RI Number: 53 of 2014 concerning Technical Guidelines for Performance Agreements, Performance Reporting and Procedures for Reviewing Performance Reports of Government Agencies.

The Department of Population and Civil Registration of North Sumatra Province is an OPD that was newly formed in 2017 based on Government Regulation Number: 18 of 2016 concerning Regional Apparatus, the Department of Population and Civil Registration has been established as one of the regional apparatuses in North Sumatra Province as outlined in the Provincial Regulation North Sumatra Number 6 of 2016 concerning the Establishment and Composition of the Regional Apparatus of the Province of North Sumatra and the Regulation of the Governor of North Sumatra Number: 56 of 2017 concerning the Second Amendment to the Regulation of the Governor of North Sumatra Number 38 of 2016 concerning the Organizational Structure of the Regional Offices of the Province of North Sumatra.

**Table 1.** List of Recruitment Participants for the Head of the Population and Civil Registry Service

No	Name of Participant Position Head of Department of Population and Civil Registry
1.	Harris S Typhoon SH, M.Si
2.	Dra. Hj Manna Wasalwa M.Ap
3.	Drs. Indra Halomoan Nasution M.Si
4.	Muhammad Ali Hasibuan S.Sos

On March 25, 2021, Yanuarlin, SE, M.Si replaced Ismael Sinaga as Plt. Head of the Department of Population and Civil Registration of North Sumatra Province. Furthermore, on May 11, 2021, Dra. Hj. Manna Wasalwa, MAP was inaugurated as Head of the North Sumatra Province Population and Civil Registration Service. Department of Population and Civil Registration of North Sumatra Province. During the meeting, Yanuarlin introduced echelon III, IV officials and all staff of the North Sumatra Province Population and Civil Registration Office.

Yanuarlin explained that the Recording Coverage of the North Sumatra E-KTP as of April 2021 is 95.16%, while the 2020 National Target is 98% and the 2021 National Target is 100%. The Coverage of Child Identity Card Ownership (KIA) as of April 2021 is 22.2%, while the 2020 National Target is 20% and the 2021 National Target is 30%. The Coverage of Birth Certificate Ownership for Children Age 0-18 as of April 2021 is 85.70%, while the National Target for 2020 is 92% and the National Target for 2021 is 95%.

The use of White Paper based on the 2021 National Target is 18 Documents, but until April 2021 there are still 5 (five) Regencies/Cities that have not met the target, namely:

**Table 2.** List of Regencies/Cities Not Meeting the National Target

<b>No</b>	<b>Regency/City Name</b>	<b>Document</b>
1.	Nias Regency	6
2.	Coal District	7
3.	Sibolga City	7
4.	Tanjung Balai City	6
5.	Gunung Sitoli	10

The application of Electronic Signature (TTE) based on the 2021 National Target is 18 Documents, but there are still 4 (four) Regencies/Cities that have not met the target, namely:

**Table 3.** List of Regencies/Cities that have not met the National TTE target

<b>No</b>	<b>Regency/City Name</b>	<b>Document</b>
1.	Nias Regency	6
2.	Coal District	7
3.	Tanjung Balai City	6
4.	Gunung Sitoli	10

Integrated Services as of April 2021, 33 regencies/cities have implemented integrated services in accordance with the 2020 national target. Regarding PKS and Data Access in the Province, there are 7 OPDs and 2 legal entities that have implemented cooperation agreements (PKS) and have implemented data utilization with the Department of Population and Civil Registration of North Sumatra Province. The 7 (seven) OPDs are:

1. Provincial Education Office;
2. RSU Haji Medan;
3. Regional Tax and Levy Management Agency (BPPRD)
4. Regional Financial and Asset Management Agency (BPKAD) Provsu;
5. Provincial Forestry Service
6. Department of Cooperatives and UK
7. RS. Soul Prof. Dr. M. Ildrem.

The 2 (two) legal entities are:

1. Provsu Tilawatil Qur'an Development Institute;
2. PT. Nusantara IV Plantation.

There are 3 (three) OPDs that are still waiting for approval for the use of data from the Directorate General of Population and Civil Registration of the Ministry of Home Affairs, namely:

1. Provsu Social Service;
2. One Stop Investment and Licensing Office;
3. Covid-19 task force.

Based on the Report of the Regency/City Population and Civil Registration Office, there are 11 (eleven) Regencies/Cities that have not entered into Cooperation Agreements and Implementation of Population Data Utilization in accordance with Permendagri 102 of 2019, namely Nias Regency, Mandailing Natal Regency, South Nias Regency, Humbang Hasundutan Regency, Regency Samosir, Serdang Bedagai Regency, North Padang Lawas Regency, West Nias Regency, Sibolga City, Tebing Tinggi City and Padang Sidempuan City. For Online Services, not all Regency/City Population and Civil Registration Offices have Online Applications in managing Population Documents. Yanuarlin said that based on the

2021 National Target, the Population and Civil Registration Office of North Sumatra Province was still low because it had not met the predetermined National Target.

Responding to Yanuarlin's explanation, Manna Wasalwa conveyed the message of the Directorate General of Population and Civil Registration of the Ministry of Home Affairs so that in the next 100 days, Manna Wasalwa could improve the Population Administration Performance of North Sumatra Province which is still low when compared to other provinces in Indonesia. For this reason, Manna Wasalwa asked all employees of the Department of Population and Civil Registration of the Province of North Sumatra to work hand in hand and provide input/suggestions to improve the performance of the Department of Population and Civil Registration of the Province of North Sumatra.

In the future, Manna Wasalwa hopes that the Population and Civil Registration Office of North Sumatra Province can contribute to improving the performance of the Regency/City Population and Civil Registration Office by improving services to the community related to Population Administration so that the existence of the North Sumatra Province Population and Civil Registration Office can be felt by the public.

## V. Conclusion

Government agency for population and civil registration which is engaged in the field of organization has a structure within the organization of a government in the form of positions and authorities that are selected based on the results of the selection of participants in each agency place based on a decree of the minister of the interior in validating positions by the elected candidate and facilitated the administration of a government agency in the regional civil service agency.

Based on the results that determine the success of the recruitment of the head of the population and civil service, it begins with the stages that have been determined by the selection committee and assessed by the committee of the performance appraisal team, each of which has had the requirements determined by the regulations of the domestic ministry. The requirements that must be met by prospective candidates are in the form of performance competence, education and rank of positions that have met the requirements. determining the success of the recruitment of the head of the population and civil registry office based on the results of the auction of the selection committee team and the performance appraisal team, who is the candidate who passes the interview selection and the explanation of the paper that has been made by each candidate and the highest ranking score will be the winner for the candidate candidate and will be the head of the population and civil registry office.

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